

## Compensation & Benefits

The current annual salary range for this position is \$93,035 - \$130,250.

The appointment may be made at any step in the range depending on qualifications and current salary. The City of Elk Grove provides competitive salaries and an attractive benefit package, especially for a geographic area that has available, affordable housing.

- ♦ Retirement: PERS 3% @ 50. City pays both the employee and employer contributions.
- ♦ Administrative Leave: 80 hours annually.
- ♦ Annual Leave: Varies depending on years of service (176 to 240 hours).
- ♦ City Vehicle: Home retention vehicle or auto allowance.
- ♦ Deferred Compensation: 457 plan through AIG (City matches 100% of employees contribution up to 6%).
- ♦ Employee Assistance Program: Available to employee and family.
- ♦ Flexible Spending Account: Up to \$5,000 annually for child care and \$2,500 annually for qualifying health care and insurance spending.
- ♦ Health Insurance: Cafeteria plan.
- ♦ Holidays: 11 paid holidays and 8 floating hours.
- ♦ Life Insurance: 100% of annual salary.
- ♦ Social Security: City employees do not participate.

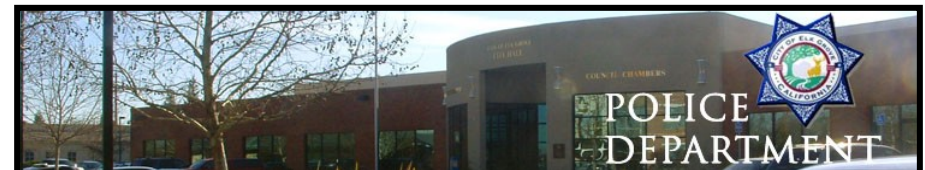
## The Application Process

Being a new police department, the city of Elk Grove provides a rare and unique opportunity for Police Captain. If you feel you meet the desired qualifications and would like to be considered for this outstanding position, please visit our website at [www.elkgrovecity.org](http://www.elkgrovecity.org).

**Filing deadline is  
Wednesday, March 11, 2009 at 5:00pm**

Resumes will be screened in relation to the criteria in this job announcement. The most highly suitable and qualified candidates will be invited to participate in the selection process. Prior to an employment offer being made, a thorough background check will be done, including a fingerprint check. At the time employment is offered, applicants are required to successfully pass a medical examination and must be able to furnish proof of legal right to work within the United States.

The City of Elk Grove  
is an Equal Opportunity Employer



## CITY OF ELK GROVE

**Invites your interest for the  
position of**



# POLICE CAPTAIN

## The Community

The City of Elk Grove (pop. approx. 140,000) is located just south of Sacramento, between the San Francisco Bay and Lake Tahoe/Reno recreational area. The community, which was incorporated in 2000, has transitioned from a rural setting, to suburbia and is becoming much more urbanized. Elk Grove has been a fast growing community; however, it has been able to retain its small town feel. The City is proud of its diversity and actively involved citizenry. The demographics (2006) are 42% Caucasian, 27% Asian, 16% Latino, 12% African American and 3% other. It is a family oriented community with focus on youth activities. Elk Grove is also known for its excellent schools, one of the finest parks system, affordable housing and competitive municipal salaries.



## The Department

One of the primary reasons behind the Elk Grove incorporation drive was to increase police presence in the community. Upon its incorporation, the City contracted with the Sacramento Sheriff's Department for the first few years. The recently established municipal police department is approaching its third anniversary. The creation of a police department that provides service to a population of approximately 140,000 was no easy task. However, the City Council, City staff and the Police Administration did an excellent job in hiring a dedicated cadre of experienced police officers and support personnel, putting the necessary policies and procedures in place, and obtaining first rate, state of the art equipment. The EGPD consists of 194 FTEs (125 sworn) and an annual budget of approximately \$30M. The command structure consists of the Police Chief, Captains and a Support Services Manager. The primary divisions are: Administrative Services, Field Services, Investigative Services and Support Services.

The "Community Oriented Policing and Problem Solving" (COPPS) philosophy was adopted as the primary law enforcement approach. Police activity is quite busy in Elk Grove. In 2007, total Part I Crimes reported were 4,455 and 4,599 Part II. Burglary, Larceny and Auto Theft were the most significant reported crimes. There were only two homicides. Gangs are a concern, as it is with most urban areas.



## The Position

The form of government for the newly incorporated city is the City Council-City Manager structure. As such, the City Manager is the appointing authority. The Mayor and City Council (five members) provide overall policy direction for the City. The Police Captain, who reports directly to the Police Chief, will plan, direct, supervise, and coordinate the activities of a division or section of the Police Department; and will provide highly responsible and technical staff assistance; and will perform as Acting Police Chief in the absence of the Police Chief.

## The Candidate

The EGPD has exceptional police officers and support personnel. They know the primary mission and carry it out well. The department, being relatively new, does have certain areas that require direction, further development and/or fine-tuning. It is also desirous that the department strive to reflect the diversity of the community it serves. Candidates should be at the rank of Lieutenant or higher in a comparable law enforcement agency. All things equal, command experience in a municipal police department may be given preference. As such, existing Police Captains are encouraged to apply. A BA/ BS degree from an accredited college is required and a Master's degree would be a plus. In addition, the desired characteristics sought in the Police Captain are:

- ♦ A strong leader
- ♦ Innovative/progressive
- ♦ Effective negotiator/influencer
- ♦ Can make tough decisions
- ♦ Team player with other departments
- ♦ Flexible
- ♦ Strong administrative skills
- ♦ Self starter
- ♦ Open communication style
- ♦ Creative/visionary
- ♦ Ethically sound
- ♦ Team builder
- ♦ Mentor
- ♦ COPPS oriented
- ♦ Adaptive
- ♦ Effective Communicator
- ♦ Proven track record/seasoned leader
- ♦ Fair and consistent
- ♦ Professional
- ♦ Loyal
- ♦ A collaborator with allied agencies
- ♦ Accessible/approachable
- ♦ Takes appropriate risks
- ♦ Politically astute yet apolitical
- ♦ Holds people accountable
- ♦ In-depth public safety knowledge
- ♦ Customer service focus
- ♦ Consensus builder
- ♦ Responsive
- ♦ Sense of humor
- ♦ Earns the respect of employees
- ♦ Projects a command presence
- ♦ Self confident
- ♦ Listens well

